

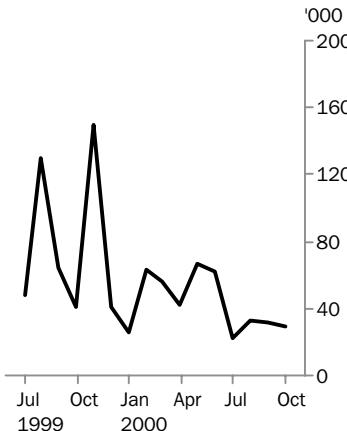


# INDUSTRIAL DISPUTES

AUSTRALIA

EMBARGO: 11:30AM (CANBERRA TIME) TUES 30 JAN 2001

## Working days lost



## O C T O B E R K E Y F I G U R E S

	Sep 2000	Oct 2000	12 months ended Oct 2000
Number of disputes	81	61	702
Number of employees ('000)	31.6	18.2	400.8
Working days lost ('000)	31.0	29.3	622.7
Working days lost per thousand employees	..	..	81

## O C T O B E R K E Y P O I N T S

### M O N T H L Y E S T I M A T E S

- There were 29,300 working days lost due to industrial disputation in October 2000, a 5% decrease from September 2000 (31,000).
- The number of employees involved in industrial disputes decreased by 42%, down from 31,600 in September 2000 to 18,200 in October 2000.
- The Construction industry accounted for the largest proportion of working days lost (46%), followed by the Other manufacturing group of industries (30%).
- Victoria accounted for the largest proportion, 55% (16,100), of all working days lost during October.

### A N N U A L E S T I M A T E S

- During the year ended October 2000, the number of employees involved in industrial disputes decreased by 16% compared with the year ended October 1999, while the number of working days lost increased by 14%. The number of disputes decreased by 5% to 702 during the 12 month period.
- New South Wales accounted for 49% of working days lost in the year ended October 2000 (compared to 37% in the previous 12 month period). Victoria accounted for 25% of the number of working days lost (38% in the previous 12 month period).
- There were 81 working days lost per thousand employees in the 12 months ended October 2000, the lowest rate since the 12 months ended October 1999 (74). Only New South Wales (116) was above the Australian average.

- For further information about these and related statistics, contact Margaret Livingston on Melbourne 03 9615 7678, or the National Information Service on 1300 135 070.

## NOTES

### FORTHCOMING ISSUES

ISSUE	RELEASE DATE
November 2000	14 February 2001
December 2000	19 March 2001
January 2001	12 April 2001
February 2001	15 May 2001
March 2001	15 June 2001
April 2001	16 July 2001

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### CHANGES IN THIS ISSUE

Revisions have been made to the some figures for February, June, July and August 2000 as the result of disputes which were identified after the release of the previous publication.

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### SYMBOLS AND OTHER USAGES

..	not available
n.p.	not available for publication but included in totals where applicable, unless otherwise indicated
r	revised

Dennis Trewin  
Australian Statistician

## NUMBER OF DISPUTES... EMPLOYEES INVOLVED..

Period	Commenced in period	Total	Newly involved	Total	Working days lost
	no.	no.	'000	'000	'000
<b>1997</b>	444	447	315.0	315.4	534.2
<b>1998</b>	516	519	347.8	348.4	526.3
<b>1999</b>	727	731	460.7	461.1	650.5
<b>1999</b>					
August	77	89	166.8	168.1	130.2
September	69	74	61.9	62.2	64.9
October	62	72	19.4	52.8	40.4
November	64	73	51.2	83.6	150.2
December	55	71	14.1	49.9	41.1
<b>2000</b>					
January	57	67	16.4	17.4	25.6
February	r 67	84	70.4	71.9	63.7
March	64	80	17.6	27.5	56.6
April	42	64	42.5	47.7	42.2
May	66	86	24.6	61.0	66.3
June	r 60	r 80	r 56.8	58.9	61.7
July	r 58	r 74	16.1	20.3	r 22.0
August	r 60	84	15.8	18.7	r 33.0
September	56	81	27.7	31.6	31.0
October	44	61	15.2	18.2	29.3
Twelve months ended					
October 1998	462	471	303.1	328.6	520.0
October 1999	733	739	475.5	476.2	548.6
October 2000	693	702	368.4	400.8	622.7

## WORKING DAYS LOST, By Industry—Australia

## MINING..... MANUFACTURING.....

Period	MINING.....		MANUFACTURING.....		Const- ruction	Transport and storage; Commun- ication services	Education; Health and community services	Other industries	All industries
	Coal	Other	Metal product; Machinery and equipment	Other					
	'000	'000	'000	'000	'000	'000	'000	'000	'000
<b>1997</b>	95.7	1.1	76.9	68.7	107.8	47.7	94.0	42.1	534.2
<b>1998</b>	60.4	1.4	27.5	67.7	210.9	52.8	75.8	29.8	526.3
<b>1999</b>	26.0	2.0	104.3	80.3	165.1	20.3	224.1	28.4	650.5
<b>1999</b>									
August	8.3	0.5	27.6	27.4	24.2	5.7	29.9	6.6	130.2
September	1.1	0.0	29.9	4.8	10.1	3.6	13.4	2.0	64.9
October	0.8	0.0	2.5	1.4	20.4	2.5	12.2	0.5	40.4
November	2.0	0.0	6.3	4.1	27.7	2.8	104.1	3.3	150.2
December	2.0	0.5	6.7	3.9	2.7	1.1	22.5	1.8	41.1
<b>2000</b>									
January	3.5	2.5	4.4	5.4	7.0	1.7	0.2	1.0	25.6
February	3.0	0.2	6.6	5.6	17.4	13.6	14.9	2.3	63.7
March	0.5	0.1	9.4	8.4	25.7	2.0	7.7	2.7	56.6
April	1.3	0.0	8.4	6.4	7.0	1.3	12.2	5.6	42.2
May	5.1	0.0	5.9	2.5	10.7	0.9	40.5	0.7	66.3
June	9.9	0.0	2.9	10.5	2.9	1.1	24.6	9.8	61.7
July	1.8	0.0	r 6.1	r 1.7	6.7	0.5	2.2	3.1	r 22.0
August	4.4	0.0	6.5	10.2	8.1	0.5	1.0	2.2	r 33.0
September	1.9	0.0	7.9	6.1	5.3	0.9	6.3	2.5	31.0
October	1.8	0.0	3.6	8.7	13.6	0.7	0.1	0.8	29.3
Twelve months ended									
October 1998	47.2	0.4	38.4	67.7	215.7	59.4	68.3	22.8	520.0
October 1999	45.1	2.5	96.4	87.3	148.1	17.5	120.2	31.6	548.6
October 2000	37.1	3.4	74.6	73.5	134.7	27.2	236.2	36.0	622.7

## WORKING DAYS LOST

	New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory	Australian Capital Territory	Australia
Period	'000	'000	'000	'000	'000	'000	'000	'000	'000
<b>1997</b>	153.7	212.1	92.0	8.0	60.1	5.7	0.5	2.1	534.2
<b>1998</b>	188.5	200.0	51.6	16.1	61.2	3.1	0.7	5.1	526.3
<b>1999</b>	316.5	218.2	52.3	15.0	43.4	0.3	0.3	4.3	650.5
<b>1999</b>									
August	32.2	67.9	10.9	7.0	8.5	0.1	0.1	3.6	130.2
September	33.8	24.0	3.7	0.1	3.2	0.0	0.0	0.1	64.9
October	16.7	8.0	6.4	0.4	8.7	0.0	0.0	0.1	40.4
November	121.4	25.4	0.7	1.1	1.6	0.0	0.0	0.0	150.2
December	29.1	8.4	0.6	1.0	1.8	0.0	0.2	0.1	41.1
<b>2000</b>									
January	7.5	7.1	2.8	0.6	7.5	0.1	0.0	0.0	25.6
February	20.1	20.7	17.8	2.0	2.9	0.0	0.0	0.1	63.7
March	11.8	19.7	4.1	6.3	14.4	0.2	0.0	0.1	56.6
April	20.0	9.9	2.1	2.7	7.2	0.2	0.0	0.0	42.2
May	47.1	9.4	4.3	1.0	4.2	0.2	0.0	0.2	66.3
June	16.5	9.5	30.2	0.7	4.1	0.2	0.1	0.4	61.7
July	7.5	7.1	5.1	0.1	2.1	0.0	0.0	0.0	22.0
August	8.7	13.6	8.0	0.1	2.5	0.0	0.0	0.1	33.0
September	8.3	11.3	4.1	1.3	5.9	0.0	0.0	0.0	31.0
October	5.3	16.1	6.7	0.1	1.0	0.0	0.1	0.0	29.3
Twelve months ended									
October 1998	162.0	240.4	43.8	10.8	55.1	2.8	0.7	4.5	520.0
October 1999	205.5	207.4	60.7	19.2	50.1	0.8	0.2	4.9	548.6
October 2000	303.5	158.2	86.4	17.0	55.1	1.0	0.4	1.1	622.7

## MINING..... MANUFACTURING.....

Twelve months ended	Coal	Other	Metal product; Machinery and equipment	Other	Construction	Transport and storage; Communication services	Education; Health and community services	Other industries	All industries
<b>1999</b>									
August	2 708	42	187	154	336	40	72	8	69
September	2 668	42	259	138	318	32	80	8	72
October	2 503	43	261	130	341	36	89	8	74
November	2 454	29	274	121	388	42	158	7	88
December	1 445	35	282	120	381	42	165	7	87
<b>2000</b>									
January	1 448	72	286	126	383	45	166	7	89
February	1 429	76	299	132	417	72	150	7	91
March	1 362	75	319	131	415	75	154	7	92
April	1 364	67	323	132	382	76	161	7	93
May	1 581	65	329	125	399	76	191	7	100
June	2 024	64	310	131	389	75	208	9	104
July	2 032	61	295	128	350	74	207	9	100
August	1 831	53	242	101	316	64	186	8	87
September	1 873	54	186	103	305	59	181	9	83
October	1 922	52	186	114	289	54	170	8	81
October 1996	7 707	128	153	75	887	53	181	16	133
October 1997	5 332	19	165	86	247	89	71	13	73
October 1998	2 132	7	99	106	536	128	51	6	71

## WORKING DAYS LOST PER THOUSAND EMPLOYEES—12 months ended

Twelve months ended	New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory	Australian Capital Territory	Australia
<b>1999</b>									
August	69	107	40	40	76	6	2	34	69
September	80	108	41	37	62	5	3	33	72
October	82	110	44	35	66	5	2	34	74
November	126	114	43	34	61	3	2	32	88
December	126	116	38	27	57	2	3	30	87
<b>2000</b>									
January	127	116	40	28	65	3	4	30	89
February	119	125	53	30	66	3	4	30	91
March	121	130	39	38	81	4	4	30	92
April	126	122	39	43	86	5	4	29	93
May	143	123	41	43	88	6	4	31	100
June	148	120	61	41	87	6	5	33	104
July	141	112	64	41	85	6	5	31	100
August	132	84	61	28	77	6	4	8	87
September	122	78	62	31	81	6	4	8	83
October	116	81	62	30	70	6	5	7	81
October 1996	162	115	172	78	70	77	54	141	133
October 1997	73	92	80	15	81	36	11	21	73
October 1998	67	130	33	20	75	17	8	32	71

	Number of disputes no.	Employees involved '000	Working days lost '000
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## CAUSE OF DISPUTE

Wages	56	91.9	80.8
Leave, pensions, compensation	33	8.0	9.1
Managerial policy	391	203.0	467.7
Physical working conditions	111	15.9	27.5
Trade unionism	66	10.0	7.0
Hours of work	10	0.7	1.4
Other	25	58.5	60.9
Total	692	387.9	654.3

## DURATION OF DISPUTE

Up to and including 1 day	348	185.9	119.3
Over 1 and up to and including 2 days	147	109.4	148.0
Over 2 and less than 5 days	121	82.3	247.9
5 and less than 10 days	51	6.9	43.9
10 and less than 20 days	17	2.1	27.1
20 days and over	8	1.4	68.2
Total	692	387.9	654.3

## METHOD OF SETTLEMENT

Negotiation	154	55.1	141.0
State legislation	98	39.0	54.1
Federal and joint Federal-State legislation	101	19.8	79.8
Resumption without negotiation	324	270.6	374.4
Other methods	15	3.4	5.0
Total	692	387.9	654.3

## EXPLANATORY NOTES

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### INTRODUCTION

**1** The statistics in this publication relate to disputes which involved stoppages of work of ten working days or more at the establishments where the stoppages occurred. Ten working days is equivalent to the amount of ordinary time worked by ten people in one day, regardless of the length of the stoppage, for example, 3,000 workers on strike for 2 hours would be counted as 750 working days lost (assuming they work an 8 hour day).

**2** The statistics of working days lost relate to the losses due to industrial disputes only (see the definition of 'Disputes' in the Glossary). Effects on other establishments, such as stand-downs because of lack of materials, disruption of transport services, power cuts, etc. are not included.

### SOURCE OF DATA

**3** These statistics on industrial disputes are based on all disputes identified which occurred during the period. Disputes are identified through a range of sources, including newspaper reports, industrial relations commissions' listings, and contact with government, businesses, employer organisations and trade unions. Although every attempt is made to identify all disputes that occurred in a period, some small strikes may have been omitted if they could not be identified through the sources available.

**4** Once a dispute is identified, additional information is obtained, usually from employers, on the nature and extent of the dispute. Particulars of some stoppages, e.g. State or Australia wide general strikes, may have been estimated. Due to the limitations of identifying disputes and estimating information, the statistics in this publication should not be regarded as an exact measure of the extent of industrial disputation.

### TYPE OF DISPUTE

**5** Included in these statistics are the following types of industrial disputes:

- unauthorised stopwork meetings;
- unofficial strikes;
- sympathetic strikes (e.g. strikes in support of a group of workers already on strike);
- political or protest strikes;
- general strikes;
- work stoppages initiated by employers (e.g. lockouts); and
- rotating or revolving strikes (i.e. strikes which occur when workers at different locations take turns to stop work).

Excluded from these statistics are work-to-rules, go-slows, bans (e.g. overtime bans) and sit-ins. In addition, industrial disputes in which employees resign are deemed to have been resolved. Statistics on those disputes will cease to be collected from the date of the employees' resignations.

### CHANGE IN METHODOLOGY

**6** The basis for the calculation of working days lost per thousand employees was changed in the January 1995 edition of this publication to use estimates of employees taken from the ABS Labour Force Survey only. Estimates have been recalculated on this basis for each 12 monthly period back to December 1990 and are available on request. For the January 1987 to December 1994 editions of this publication, estimates of employees were taken predominantly from the ABS Survey of Employment and Earnings (*Wage and Salary Earners* (Cat. no. 6248.0)).

## EXPLANATORY NOTES

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CHANGE IN METHODOLOGY *continued* **7** The basis for the calculation of the number of disputes was changed in the November 1992 publication and the series revised back to September 1991. Prior to September 1991, disputes affecting more than one industry and/or State were counted as a separate dispute in each industry and State and in the Australian total. From September 1991 onwards, a dispute affecting more than one industry and/or State is counted once in each industry and/or State, but only once at the broader industry and Australia level. The reason for the change was to align the method of counting the number of industrial disputes with the International Labour Organisation guidelines. This change does not affect the estimates of employees involved or working days lost.

### INDUSTRY CLASSIFICATION

**8** Industry information on a monthly basis from January 1994 and on an annual basis from December 1994 is classified according to the Australian and New Zealand Standard Industrial Classification (ANZSIC)—for more details refer to *Australian and New Zealand Standard Industrial Classification, 1993*, (Cat. no. 1292.0). It replaces the Australian Standard Industrial Classification (ASIC) which had been in use for many years. Data for periods prior to January 1994 for monthly data and December 1994 for annual data have been classified only according to ASIC.

### RELIABILITY OF ESTIMATES

**9** Inaccuracies may occur because of imperfections in information provided by respondents or in processing by the ABS. Although considerable care is taken in questionnaire design; in the instructions given to respondents; and in editing the returns; these inaccuracies may occur in any enumeration, whether it be a full count or a sample.

### RELATED PUBLICATIONS

**10** Users may also wish to refer to the following publications and standard data services which are available from ABS Bookshops:

- *Employees Earnings, Benefits and Trade Union Membership* (Cat. no. 6310.0)—issued annually
- *Industrial Disputes, Australia*, (Cat. no. 6322.0)
- *Labour Force, Australia* (Cat. no. 6203.0)—issued monthly
- *Labour Statistics, Australia*, (Cat. no. 6101.0)
- *Working Arrangements, Australia*, (Cat. no. 6342.0)—issued irregularly

**11** Current publications and other products produced by the ABS are listed in the *Catalogue of Publications and Products, Australia* (Cat. no. 1101.0). The ABS also issues, on Tuesdays and Fridays, a *Release Advice* (Cat. no. 1105.0) which lists products to be released in the next few days. The Catalogue and Release Advice are available from any ABS office, are available by subscription and can also be accessed through the ABS Internet Homepage (<http://www.abs.gov.au>).

### UNPUBLISHED STATISTICS

**12** A range of unpublished data is also available on request including dispute details at more detailed industry levels, cross-classified by State/Territory, and finer cause of dispute and method of settlement categories than those published. Considerable time series exist for most variables. Inquiries regarding data availability and the associated charges should be directed to Margaret Livingston on 03 9615 7329 .

### ROUNDING

**13** Where estimates have been rounded, discrepancies may occur between sums of the component items and totals.

## G L O S S A R Y

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<b>Cause of dispute</b>	The statistics for cause of industrial disputes relate to the reported main cause of stoppage of work and not necessarily all causes that may have been responsible for the stoppage of work. For these reasons, the statistics do not reflect the relative importance of all causes of disputes as perceived by both employers and employees. The causes are classified from information supplied by employers and according to standards determined by the International Labour Organisation. The classification of causes is as follows:
	<i>Wages.</i> Claims involving general principles relating to wages e.g. increase (decrease) in wages; variation in method of payment or combined claims relating to wages, hours or conditions of work in which the claim about wages is deemed to be the most important. Combined claims in which the other claims are deemed to be the most important are included under the relevant clause. Disputes over award restructuring are included under managerial policy.
	<i>Leave, pensions, compensation.</i> Claims involving general principles relating to holidays and leave provisions; pension and retirement provisions; workers' compensation provisions; insertion of penal clause provisions in awards.
	<i>Managerial policy.</i> Disputes concerning the exercise of managerial control by employers, e.g. terms and conditions of employment (other than disputes specifically about wages and hours); new awards and agreements; award restructuring; enterprise bargaining (including disputes over wages, leave, hours of work etc. where they are part of enterprise bargaining); work practices; principles of promotion or deployment of staff including roster complaints and retrenchments; disciplinary matters including alleged victimisation of union officials; employment of particular persons; disagreement with managerial decisions.
	<i>Physical working conditions.</i> Disputes concerning physical working conditions and safety issues, e.g. protective clothing and equipment; first aid services; uncomfortable working conditions; lack of, or the condition of, amenities; claims for assistance; shortage or poor distribution of equipment or material; condition of equipment; new production methods and equipment; arduous physical tasks.
	<i>Trade unionism.</i> Disputes concerning employment of non-unionists, inter-union and intra-union disputes; sympathy stoppages in support of employees in another industry; recognition of union activities.
	<i>Hours of work.</i> Claims involving general principles relating to hours of work, e.g. decrease (increase) in hours, distribution of hours.
	<i>Other.</i> Disputes concerning protests directed against persons or situations other than those relating to the employer/employee relationship, e.g. political matters; fining and jailing of persons; lack of work; lack of adequate transport; non-award public holidays; accidents and attendance at funerals. Stoppages for which no reason is given are also included in this category.

## G L O S S A R Y

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<b>Disputes</b>	<p>For these statistics, an <i>industrial dispute</i> is defined as a withdrawal from work by a group of employees, or a refusal by an employer or a number of employers to permit some or all of their employees to work, each withdrawal or refusal being made in order to enforce a demand, to resist a demand, or to express a grievance.</p> <p>A dispute affecting several establishments is counted as a single dispute if it is organised or directed by one person or organisation; otherwise it is counted as a separate dispute at each establishment (in each State or Territory) and in each industry in which it occurred.</p> <p>A dispute affecting more than one industry and/or State is counted once in each industry and State but only once at the broader industry and Australia level. Prior to September 1991 disputes covering more than one industry and/or State were counted differently (refer to paragraph 7 of the Explanatory Notes for details).</p> <p>When there is a return to work between stoppages over the same issue, and the return to work is for less than two complete months, the stoppages are counted as a single dispute. When the return to work is for two or more months, the dispute is considered to have ended at the time of the return to work. Should a subsequent stoppage occur, it is counted as a new dispute.</p>
<b>Disputes which occurred during the period</b>	<p><i>Disputes which occurred during the period</i> encompasses those disputes which:</p> <ul style="list-style-type: none"><li>▪ started in a previous month or year and ended in the reference period, or</li><li>▪ began and ended in the reference period, or</li><li>▪ began in the reference period and continued into the next period, or</li><li>▪ started prior to the reference month or year, continued through the reference period and into the next period.</li></ul>
<b>Duration of dispute</b>	<p>The <i>duration</i> of a dispute is the average number of working days lost per employee involved in the dispute. The duration of the dispute is calculated by dividing the number of working days lost in the dispute by the number of employees involved (both directly and indirectly).</p>
<b>Employees</b>	<p><i>Employees</i> refers to wage and salary earners only. Excluded are persons who are self-employed (e.g. building sub-contractors, owner-drivers of trucks) and employers.</p> <p><i>Employees directly involved</i> are those who actually participated in the dispute in order to enforce or resist a demand or to express a grievance.</p> <p><i>Employees indirectly involved</i> are those who ceased work at the establishment where the stoppages occurred, but who are not themselves parties to the dispute. Employees who ceased work at establishments other than those where the stoppages occurred are excluded (see paragraph 2 of the Explanatory Notes).</p>

## G L O S S A R Y

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<b>Employees <i>continued</i></b>	<p><i>Employees newly involved</i> are those who are involved in the dispute for the first time during a dispute. Total employees comprises <i>newly</i> involved employees and employees involved for a second period in the same dispute.</p> <p><i>Total employees involved</i> for any period of time are obtained by adding together the number of employees involved in each dispute in the period. For any period of time the figures may include details of the same employees involved in more than one dispute. The longer the period of reference, the more chance there is of some double counting in the number of employees involved. Where there are varying numbers of employees involved during the progress of a dispute, the figures of employees involved relate to the largest number of individual employees involved on any one day. Generally, the <i>total</i> number of employees involved for each year will equal the sum of the total number of employees involved in the first month of a year plus the number of employees <i>newly</i> involved in subsequent months. Differences between monthly and annual totals can occur due to the temporary cessation of stoppages which resume in subsequent months. Employees re-involved in this type of dispute are not classified as employees <i>newly</i> involved in stoppages in the second period in which the dispute occurs.</p>
<b>Industry</b>	Industry is classified according to the Australian and New Zealand Standard Industrial Classification 1993 (see paragraph 8 of the Explanatory Notes).
<b>Method of Settlement</b>	<p>Statistics of the <i>method of settlement</i> of industrial disputes relate to the method directly responsible for ending the stoppage of work as reported and not necessarily to the method (or methods) responsible for settling all matters in dispute. For these reasons, they do not reflect the relative importance of the work of various industrial tribunals operating under State and Federal legislation. The classification of method of settlement is as follows:</p> <p><i>Negotiation.</i> Private negotiation between the parties involved, or their representatives, without the intervention or assistance of authorities constituted under State or Federal industrial legislation.</p> <p><i>State legislation.</i> Intervention or assistance of an industrial authority or authorities created by or constituted under State conciliation and arbitration or wages board legislation, or reference to such authorities or compulsory or voluntary conference. Intervention, assistance or advice of State government officials or inspectors.</p> <p><i>Federal and joint Federal-State legislation.</i> Compulsory or voluntary conference or by intervention or assistance of, or reference to, the industrial relations commissions created by or constituted under the Industrial Relations Act, Coal Industry Acts, Stevedoring Industry Act, and other acts such as the Navigation Act; Public Service Arbitration Act. Intervention, assistance or advice of Federal government officials or inspectors.</p>

## G L O S S A R Y

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<b>Method of Settlement <i>continued</i></b>	<p><i>Resumption without negotiation.</i> This category may include some disputes which are settled subject to subsequent negotiation of a formal nature, such as industrial court hearings. Stop-work meetings are included, and this category may also include disputes settled by 'resumption' as stated, but about which no further information is available.</p> <p><i>Other methods.</i> Mediation; filling places of employees on strike or locked out; closing establishments permanently; dismissal or resignation of employees.</p>
<b>Other industries</b>	Other industries comprises those industries not included in the specified industry groupings. Other industries comprises Agriculture, forestry and fishing; Electricity, gas and water supply; Wholesale trade; Retail trade; Accommodation, cafes and restaurants; Finance and insurance; Property and business services; Government administration and defence; Cultural and recreational services; Personal and other services.
<b>Working days lost</b>	<i>Working days lost</i> refers to working days lost by employees directly and indirectly involved in the dispute and figures are generally as reported by parties to the dispute. For some disputes working days lost are estimated on the basis of the number of employees involved and the duration of the dispute.
<b>Working days lost per thousand employees</b>	<i>Working days lost per thousand employees</i> are calculated for the 12 month period by dividing the total number of working days lost by the total number of employees and multiplying by 1,000. The number of employees is obtained from the ABS Labour Force Survey, and is averaged over the 12 month period. Refer to paragraph 6 of the Explanatory Notes for further information.



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